

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 27, 2010 to November 30, 2010.

1) Employment Unit: LIN Television

2) Unit Members (Stations and Communities of License): WLFI-TV18

3) EEO Contact Information for Unit Member:

Mailing Address: 2605 Yeager Road West Lafayette, IN 47906	Telephone Number: 765-463-1800
	Contact Person: Debbie Bryan
	E-mail Address: Debbie.bryan@wlfi.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. Account Executive	Careerbuilder.com
2. Account Executive	Employee Referral
3. Account Executive	WLFI.com
4. Morning Producer	TVJobs.com
5. Multiplatform Journalist	Employee Referral
6. Videographer	WLFI.com
7. Sports Reporter	WLFI.com

**5) Recruitment Source List**

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Interviews Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
WLFI Web site	Department Supervisor	2605 Yeager Road West Lafayette, IN 47906 765-463-1800	10	NO	1-7
TVJOBS.COM	Mark Holloway	PO BOX 4116 Oceanside, CA 92052 800-374-0119	11	NO	4-7
Indiana Association of Broadcasters	Linda Compton	11919 Brookshire Pkwy. Carmel, IN 46033 317-573-0119	0	NO	4-7
College of Mass Communication Southern IL University	Ron Graves	Carbondale, IL 62901 618-453-4302	0	NO	4-7
Careerbuilder.com	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	<a href="http://WWW.careerbuilder.com">WWW.careerbuilder.com</a>	7	NO	1-3
TV18 advertising Spot	Baron Brendel- Produces spot	2605 Yeager Road West Lafayette, IN 47906	0	NO	1-3
LIN Job Posting	Lisa Sousa	404-454-2880	1	NO	1-7
Broadcast Compliance Services- copy of sources attached.	<a href="http://www.bcs-ok.com">www.bcs-ok.com</a>	360 Park Ave. South New York, NY 10010 646-746-6949	0	NO	4-7
Other Industry Referral	N/A	IBA Job Fair	2	NO	6
Employee Referral	N/A		10		1-7

**6) Total # of Interviewees Referred:** For the period from March 27, 2010 to November 30, 2010 this Employment Unit interviewed 41 people for full-time job vacancies.

**7) Supplemental Recruitment Initiatives**

**(a) Initiative: Internship Program**

During the year WLFI participates actively in an internship program. We host a variety of interns through the whole year. News, weather, sports and Promotions all had at least 1 intern through the time of this report with the news room having up to 5 interns through the year at different times. During this time the interns work actively with all staff and are exposed to a broad based scope of work in each area. They receive course credit for their efforts and gain an abundance of knowledge from shadowing reporters, meteorologists, sports reporters, and promotions manager.

**(b) Initiative: Participation in four job fairs.**

During this reporting year WLFI Co-sponsored a Broadcaster job fair with IBA on March 6, 2010. This was attended by Joe LePage, News Anchor and Gordon Jackson, Internet Manager.

**(c) Initiative: Training Program**

The news director has established a program for videographers. They are being trained to move into the role of Video Journalists, which includes how to write a script, write a story and post on the Website and also appear on camera in stand ups. This training is currently being done by Jeff Smith, Managing News Editor.

**(d) Initiative: LIN Minority Scholarship Program**

WLFI participates in, and regularly supports the LIN TV Minority Scholarship and Training Program.

The program is on behalf of our Parent Company, LIN TV Corp. The scholarship and training aspects of the program are designed to give deserving minority college students entering their junior year a two-year paid internship and a generous two-year college scholarship.

The idea is for us to create an opportunity for them to effectively learn their craft at any one of our television stations in any of our markets. The overall goal is for us to be able to recruit, train and maintain promising minority talent.

Upon successful completion of the program, our interns are guaranteed at least two years employment at one of our television stations. Two interns, a first year and a second year, are in our employment and training rotations at all times.

**(e) Initiative: Participation in other activities.**

WLFI-TV provides tours to Girl Scout and Boy Scout troops during the month of March to assist them in fulfilling badge requirements and to learn about what jobs people do at TV stations.

WLFI-TV allows for job shadowing of all areas of the station by high school and college students. The student generally spends several hours to a full day shadowing people in the newsroom to get an understanding of broadcast careers.

The station schedules numerous tours of the facility and to provide education to school classes throughout the year. School groups come to WLFI where they get a tour of the station and a behind the scenes look at the operation of the news department.

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**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-4, 6, 8-17, 19-22	14
News Videographer	1-2, 5-13, 15-17, 20-21	5
Production Assistant	1-2, 5-18, 20-21	14

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Ball State 2000 W. University Ave. Alumni Association Muncie, Indiana 47306 Phone : 765-285-1080 Email : alumni1@bsu.edu Fax : 1--- Career Services	N	0
2	Butler University 4600 Sunset Avenue Atherton Union, Room 315 Indianapolis, Indiana 46208 Phone : 317-940-9384 Email : career@butler.edu Fax : 1--- Career Services	N	0
3	Careerbuilder	N	1
4	Careerbuilder.com	N	0
5	Current Employee	N	3
6	DePauw University Communications Arts 101 East Seminary Street Greencastle, Indiana 46135 Phone : 765-658-4800 Email : Fax : 1-765-658-4041 Career Services	N	0
7	Employee Referral	N	2
8	Indiana Black Expo 3145 North Meridian Street Indianapolis, Indiana 46204 Phone : 317-925-2702 Email : Fax : 1-317-925-6624 Career Services	N	0
9	Indiana Broadcasters Association 3003 E. 98th Street, Suite #161 Indianapolis, Indiana 46280 Phone : 317-573-0119 Email : INDBA@aol.com Fax : 1-317-573-0895 Gwen Piening	N	0

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10	Indiana University Virgil T. DeVault Alumni Center 1000 E. 17th Street Bloomington, Indiana Phone : 812-855-4822 Email : iualumni@indiana.edu Fax : 1--- Career Services	N	0
11	LIN Media One West Exchange St. Suite 5A Providence, Rhode Island Phone : 401-454-2880 Email : WLFI_TV@linmedia.com Fax : 1--- Claudia Balcewicz	N	0
12	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Email : Fax : 1-301-314-1714 Career Services	N	0
13	National Press Photographers Association 3200 Croasdaile Dr. Ste. 306 Durham, North Carolina 27705 Phone : 919-383-7246 Email : npierce@nppa.org Fax : 1-919-383-7261 Career Services	N	0
14	Non Employee Referral Bobby Chastian	N	4
15	RTNDA 529 14th Street NW Suite 425 Washington, District of Columbia 20045 Phone : 202-659-6510 Email : Fax : 1-202-223-4007 Career Services	N	0

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16	Society Of Professional Journalists Eugene S.Pulliam National Journalist center 3909 N. Meridian Street Indianapolis, Indiana 46208 Phone : 317-927-8000 Email : jgrimes@spj.org Fax : 1-317-920-4789 Julie Grimes	N	0
17	Southern Illinois University Carbondale 1100 Lincoln Drive Room 1012, Mailcode 6606 Carbondale, Illinois 62901 Phone : 618-453-4308 Email : bevj@siu.edu Fax : 1--- Career Services	N	0
18	Station Website Kurt Lahrman	N	1
19	TV advertisement	N	1
20	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	2
21	WLFI 2605 Yeager Road West Lafayette, Indiana 47906 Phone : 765-463-1800 Email : debbie.bryan@wlfi.com Fax : 1-765-237-5001 Debbie Bryan	N	0
22	WLFI.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>14</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>0.00</b>